UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Organizational Theory

Academic Year 2025/2026

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Human Resource Management

3. Cycle

1st

4. Course Unit

Organizational Theory (11317)

5. Scientific Area

6. Curricular Year

2nd

7. Type of Curricular Unit / Semester

1st Semester

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8. Class type and workload (work time)

Theoretical classes:	
Practical classes:	
Theoretical-Practical Classes	30,00
Tutorial Guidance:	20,00

9. ECTS Credits

6,00

10. Scientific Area Coordinator

11. Regent

Prof. Doutor RUBEN JOSÉ DE ALMEIDA MARTINS RAPOSO

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

The general Objectives of this curricular unit are to provide students with the main aspects of the knowledge of what the Organizations are,of their functioning and the changes that are imposed on them throughout their existence.

15. Specific Objectives

The specific Objectives of this curricular unit are the study of Organizations emphasing the functions that integrate it, the management of the departaments that contribute it and the types of structure that they can assume.

16. Skills to be acquired

- Identify and interpret the organisational theory applied within a company or organisation;
- Make decisions;
- Plan;
- Organise;
- Control.

17. Teaching Methodology

Group work with presentation and discussion in class.
Oral Intervention in classes and students attendance.

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18. Course Unit Program

Introduction.

1.Definition of Organization in Organizational Theory.
2.Notions about Organizations Theories.
3.Organizational behaviour and Organizational Culture.

A. The Functions of Organizations.

1.The Role of Decision Making.
2.The Role of Planning.
3.The Role of Organization.
4.The Control Function.

B.The Management Of Organizational Departments.

1.Production Management.
2.Marketing Management.
3. Human Resources Management.

C.The Organizational Structure.

1. Definition of Organizational Structure.
2.Fundamental Elements of Organizational Structure.
3.Determinants of the Organizational Structures.
4. Fundamental Structures.

19. Assessment Methods

The evaluation of this curricular unit will be based on the Regulations of the Lusíada University.

20. Didactic Resources

Power-point,Publications in the Library and Media Library.

21. Sustainability Objectives

The following Sustainable Development Goals (SDGs) are addressed: SDG 4 and SDG 8.

SDG 4 - Quality Education: to foster critical thinking and an understanding of contemporary organisational models;

SDG 8 - Decent Work and Economic Growth: to understand the fundamentals of organisational behaviour and people management.

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22. Keywords

Change.Objectives.Leadership. Communication.Motivation.

23. Main Bibliography

Author(s):	Bilhim, João		
Title:	Teoria Organizacional: Estruturas e Pessoas		
Edition:	7a	Year:	2013
Local:	Lisboa		
Publisher:	ISCSP		

Author(s):	Caldas, M.; Bertero, C.		
Title:	Teoria das Organizações		
Edition:	1ª	Year:	2010
Local:	São Paulo		
Publisher:	Atlas		

Author(s):	Teixeira,Sebastião		
Title:	Gestão das Organizações		
Edition:	7a	Year:	2013
Local:	Lisboa		
Publisher:	Escolar Editora		

24. Complementary Bibliography

Author(s):	Carvalho,José Eduardo		
Title:	Gestão de Empresas:Princípios Fundamentais		
Edition:	3a	Year:	2014
Local:	Lisboa		
Publisher:	Edições Sílabo		

Author(s):	Lopes dos Reis		
Title:	Manual da Gestão dos Stocks:Teoria e Prática		
Edition:	4a	Year:	2013
Local:	Lisboa		
Publisher:	Editorial Presença		

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Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'TEORIA DAS ORGANIZAÇÕES': Academic Year 2025/2026
Autor / Author	Prof. Doutor RUBEN JOSÉ DE ALMEIDA MARTINS RAPOSO
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Colaborador(es) / Colaborator(s)	-
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